

**PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASIONAL  
TERHADAP KINERJA GURU YANG DIMODERASI OLEH  
*ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DI SMAN 1 TILATANG  
KAMANG  
TESIS**



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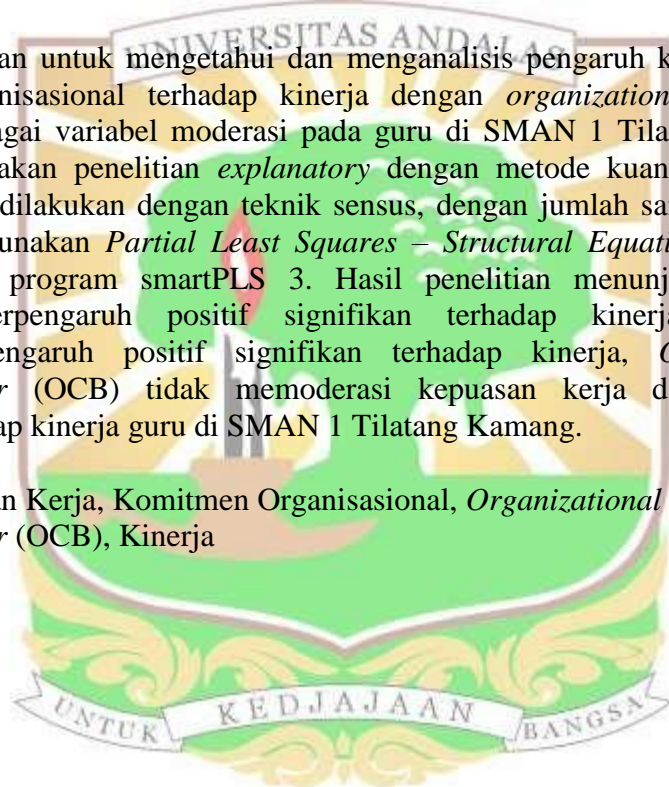
**Pengaruh Kepuasan Kerja dan Komitmen Organisasional Terhadap Kinerja Yang  
Dimoderasi Oleh *Organizational Citizenship Behavior* (OCB)  
Di SMAN 1 Tilatang Kamang**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kepuasan kerja dan komitmen organisasional terhadap kinerja dengan *organizational citizenship behavior* (OCB) sebagai variabel moderasi pada guru di SMAN 1 Tilatang Kamang. Penelitian ini merupakan penelitian *explanatory* dengan metode kuantitatif. Teknik pengambilan sampel dilakukan dengan teknik sensus, dengan jumlah sampel 57 guru. Penelitian ini menggunakan *Partial Least Squares – Structural Equations Modeling* (PLS-SEM) dengan program smartPLS 3. Hasil penelitian menunjukkan bahwa kepuasan kerja berpengaruh positif signifikan terhadap kinerja, komitmen organisasional berpengaruh positif signifikan terhadap kinerja, *Organizational Citizenship Behavior* (OCB) tidak memoderasi kepuasan kerja dan komitmen organisasional terhadap kinerja guru di SMAN 1 Tilatang Kamang.

Kata Kunci : Kepuasan Kerja, Komitmen Organisasional, *Organizational Citizenship Behavior* (OCB), Kinerja



**The Effect of Job Satisfaction and Organizational Commitment toward Teacher Performance with Organizational Citizenship Behavior as Moderating Variabel in SMAN 1 Tilatang Kamang.**

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**Abstract**

This study aimed to examine and analyze the effect of job satisfaction and organizational commitment with Organizational Citizenship Behavior (OCB) as moderating variable toward teachers in SMAN 1 Tilatang Kamang. This study was explanatory research and used quantitative method. The sampling technique was census method and the sample size was 57 samples. The data was analyzed by using Partial Least Squares – Structural Equations Modeling (PLS-SEM) and smartPLS application. The result showed job satisfaction had positive significant correlation with teacher performance, organizational commitment had positive significant correlation with teacher performance, organizational citizenship behavior not moderate job satisfaction and organizational commitment toward teacher performance in SMAN 1 Tilatang Kamang.

**Keyword : Job Satisfaction, Organizational Commitment,  
Organizational Citizenship Behavior, Performance**

